



# Department of Defense DIRECTIVE

NUMBER 1430.14

September 12, 2003

Certified Current as of December 1, 2003

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USD(P&R)

SUBJECT: Department of Defense Executive Leadership Development Program  
(ELDP)

References: (a) DoD Directive 1430.14, "Department of Defense Executive Leadership Development Program," March 1, 1989 (hereby canceled)  
(b) [DoD Directive 5124.2](#), "Under Secretary of Defense for Personnel and Readiness (USD(P&R)," October 31, 1994

## 1. PURPOSE

This Directive:

- 1.1. Reissues reference (a).
- 1.2. Updates and establishes DoD policies and assigns responsibilities for the Department of Defense Executive Leadership Development Program (ELDP).
- 1.3. Provides program administrative support.

## 2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense (OSD), the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities in the Department of Defense (hereafter referred to collectively as "the DoD Components").

### 3. POLICY

It is DoD policy to develop broad DoD leadership and management skills of selected civilian employees. The ELDP supports this policy by providing extensive exposure to the roles and missions of the entire Department through hands-on field training at military installations around the world.

### 4. RESPONSIBILITIES

4.1. The Principal Deputy Under Secretary of Defense for Personnel and Readiness, under the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) shall:

4.1.1. Establish and administer the ELDP.

4.1.2. Develop and administer a program of extended developmental activities for selected ELDP graduates.

4.1.3. Oversee operation of the program under the supervision of the Director, Civilian Personnel Management Service, based on direction provided by the Deputy Under Secretary of Defense (Civilian Personnel Policy).

4.1.4. Integrate the ELDP with, and administer it through, existing responsibilities assigned to the USD(P&R) by DoD Directive 5124.2 (reference (b)).

4.2. The Heads of the DoD Components shall provide for the administration of the program within their respective DoD Components, including but not limited to, the following:

4.2.1. Announce program opportunities through a variety of means, including long-term training and professional development program announcements.

4.2.2. Propose nominees to the USD(P&R).

4.2.3. Arrange for on-site developmental activities for program participants


4.2.4. Share participant costs.

4.2.5. Provide instructors or facilitators, as may be required to augment instruction.

4.3. The Director, Washington Headquarters Services shall provide accounting support for the program, including the processing of accounts receivable and accounts payable.

5. EFFECTIVE DATE

This Directive is effective immediately.



Paul Wolfowitz  
Deputy Secretary of Defense